

TAB CCONVERSION PLAN AND ESTIMATED COST

| <u>CLASSES</u>                         | <u>Total<br/>Number of<br/>Employees</u> | <u>Present<br/>Salary<br/>Rate and<br/>Step</u> | <u>Proposed<br/>Rate and<br/>Step</u> | <u>Salary<br/>Adjustment</u> | <u>Estimated<br/>Cost</u> |
|--|--|---|---------------------------------------|------------------------------|---------------------------|
| <b>Chiefs of Mission</b>               |  |   |                                       |                              |                           |
| Class I                                | 18                                       | \$25,000  | \$30,000                              | \$5,000                      | \$ 90,000                 |
| Class II                               | 20                                       | 20,000  | 27,800                                | 7,800                        | 150,000                   |
| Class III                              | 18                                       | 17,500  | 25,000                                | 7,500                        | 135,000                   |
| Class IV                               | 19                                       | 15,000  | 22,500                                | 7,500                        | 142,500                   |
|  | <u>75</u>                                |   |                                       |                              | <u>\$517,500</u>          |
| <b>Career Ministers</b>                | 13                                       | \$14,800  | \$18,000                              | \$3,200                      | \$ 41,600                 |
| <b>FSO-FSR-1</b>                       |  |   | <b>FSO-1</b>                          |                              |                           |
|  |  | \$13,760(1)                                     | \$15,800(1)                           | \$2,040                      |                           |
| 51 6                                   | 37                                       | 14,190(2)                                       | 15,800(1)                             | 1,610                        | \$ 59,570                 |
| 1 3                                    | 4  | 14,620(3)                                       | 15,800(1)                             | 1,180                        | 4,720                     |
| 21 3                                   | 24                                       | 14,800(4)                                       | 15,800(1)                             | 1,000                        | 24,000                    |
| 19 2)                                  | 54                                       | 14,800(5)                                       | 15,800(1)                             | 1,000                        | 54,000                    |
| 23 10)                                 |  |   |                                       | -                            | -                         |
|  | <u>119</u>                               |   |                                       |                              | <u>\$142,290</u>          |
| 95 24                                  |  |   |                                       |                              |                           |
| <b>FSO-FSR-2</b>                       |  |   | <b>FSO-2</b>                          |                              |                           |
|  |  | \$11,965(1)                                     | \$13,000(1)                           |                              | -                         |
|  |  | *11,990(2)                                      |                                       |                              | -                         |
| 62 10                                  | 92                                       | 12,365(3)                                       | 13,000(1)                             | \$ 635                       | \$ 58,420                 |
| 11 15                                  | 24                                       | 12,740(4)                                       | 13,000(1)                             | 260                          | 6,240                     |
| 45 14                                  | 59                                       | 13,115(5)                                       | 13,400(2)                             | 285                          | 16,615                    |
| 45 5                                   | 60                                       | 13,495(6)                                       | 13,800(3)                             | 305                          | 18,250                    |
| 11 6)                                  | 41                                       | 13,855(7)                                       | 13,800(5)                             | 145                          | 5,945                     |
| 21 3)                                  |  |   |                                       | -                            | -                         |
|  | <u>266</u>                               |   |                                       |                              | <u>\$102,670</u>          |
| 215 51                                 |  |   |                                       |                              |                           |
| <b>FSO-FSR-3</b>                       |  |   | <b>FSO-3</b>                          |                              |                           |
|  |  | \$ 9,515(1)                                     | \$11,000(1)                           |                              |                           |
| 69 19                                  | 108                                      | 10,140(2)                                       | 11,000(1)                             | \$ 860                       | \$ 92,880                 |
| 16 5                                   | 21                                       | 10,460(3)                                       | 11,000(1)                             | 540                          | 11,540                    |
| 96 5                                   | 101                                      | 10,795(4)                                       | 11,000(1)                             | 215                          | 21,715                    |
| 80 6                                   | 86                                       | 11,105(5)                                       | 11,300(2)                             | 195                          | 16,770                    |
| 28 8                                   | 36                                       | 11,430(6)                                       | 11,600(3)                             | 170                          | 6,120                     |
| 34 2                                   | 36                                       | 11,750(7)                                       | 11,900(4)                             | 150                          | 5,400                     |
| 17 )                                   | 32                                       | 11,860(8)                                       | 11,200(4)                             | 40                           | 1,280                     |
| 15 2)                                  |  |   |                                       |                              |                           |
|  | <u>420</u>                               |   |                                       |                              | <u>\$155,505</u>          |
| 373 47                                 |  |   |                                       |                              |                           |
| <b>NO CHANGE IN REMAINING CLASSES.</b> |  |   | <b>SUB-TOTAL:</b>                     |                              | <b>\$569,885</b>          |
|  |  |   |                                       |                              | <b>957,565</b>            |

\* This step-rate is not in use, therefore, officers in current step 3 convert to new step 2, etc.

July 10, 1965

State Dept. declassification &amp; release of CIA-RDP59-00224A000100680025-4 file

CONVERSION PLAN AND ESTIMATED COST FOR FSS

| <u>CLASSES</u> | <u>Total<br/>Number of<br/>Employees</u> | <u>Present<br/>Salary<br/>Rate and<br/>Step</u> | <u>Proposed<br/>Rate and<br/>Step</u> | <u>Salary<br/>Adjustment</u> | <u>Estimated<br/>Cost</u> |
|----------------|--|---|---------------------------------------|------------------------------|---------------------------|
| FSS-1          | 4  | \$10,700(1)                                     | \$11,000(1)                           | \$ 300                       | \$ 1,200                  |
|                | 7  | 11,020(2)                                       | 11,300(2)                             | 280                          | 1,960                     |
|                | 10                                       | 11,345(3)                                       | 11,600(3)                             | 255                          | 2,550                     |
|                | 10                                       | 11,655(4)                                       | 11,900(4)                             | 235                          | 2,350                     |
|                | 24                                       | 11,965(5)                                       | 12,200(5)                             | 235                          | 5,640                     |
|                | <u>55</u>                                |   |                                       |                              | <u>\$13,700</u>           |
| FSS-2          | 13                                       | 9,925(1)  | 10,100(1)                             | 175                          | 2,275                     |
|                | 9  | 10,185(2)                                       | 10,400(2)                             | 215                          | 1,935                     |
|                | 23                                       | 10,440(3)                                       | 10,700(3)                             | 260                          | 5,980                     |
|                | 11                                       | 10,700(4)                                       | 10,700(3)                             | -                            | -                         |
|                | 21                                       | 11,020(5)                                       | 11,300(5)                             | 280                          | 5,880                     |
|                | <u>77</u>                                |   |                                       |                              | <u>\$16,070</u>           |
| FSS-3          | 27                                       | 9,120(1)  | 9,200(1)                              | 80                           | 2,160                     |
|                | 12                                       | 9,380(2)  | 9,450(2)                              | 70                           | 840                       |
|                | 20                                       | 9,635(3)  | 9,700(3)                              | 65                           | 1,300                     |
|                | 8  | 9,895(4)  | 9,950(4)                              | 55                           | 440                       |
|                | 17                                       | 10,150(5)                                       | 10,200(5)                             | 50                           | 850                       |
|                | <u>84</u>                                |   |                                       |                              | <u>\$ 5,590</u>           |
|                |  |   | SUB-TOTAL:                            |                              | <u>\$25,360</u>           |

RECAPITULATION:

|  |                       |
|--|-----------------------|
| 1. Chiefs of Mission -                                   | \$ 517,500            |
| 2. Foreign Service<br>Officers and Reserve<br>Officers - | \$ 442,063            |
| 3. Foreign Service<br>Staff Officers -                   | \$ 35,360             |
| <br>GRAND TOTAL:   | <br><u>\$ 994,925</u> |